



**MAKING a DIFFERENCE for CONGRESS and the NATION**

## **Salary** and **BENEFITS**

### **Salary**

GAO's starting salaries are commensurate with education and experience. In general, GAO's entry-level range for new employees with Masters Degrees is \$45,000 to \$68,000 depending on an individual's qualifications and the location of the position. GAO's banded pay system provides pay potential that allows for compensation based on performance. We also offer incentive awards to recognize high-performing individuals.

### **Vacation Leave**

Annual leave (vacation) is based on length of government service, including any military service. For the first 3 years of government service, employees earn 13 days of vacation each year. For 3 to 15 years of federal service, employees earn 20 days of vacation each year, and after 15 years of federal service, employees earn 26 days of vacation each year. Thirty days of annual leave may be carried over to the next leave year.

### **Sick Leave**

Regardless of the length of service, employees earn 13 days of sick leave a year. The amount of sick leave that may be accumulated is not limited.

### **Retirement**

The Federal Employees' Retirement System (FERS) guarantees an employee a specific monthly payment based on the employee's age, length of creditable service, and "high three" average salary. FERS employees also pay Social Security taxes and may participate in the Thrift Savings Plan (TSP). The TSP is a tax-deferred retirement savings and investment plan that offers the same type of savings and tax benefits that many private corporations offer their employees under 401(k) plans.





## GOAL 1

Address Current and Emerging Challenges to the Well-Being and Financial Security of the American People related to...

- Health care needs and financing
- Education and protection of children
- Work opportunities and worker protection
- Retirement income security
- Effective system of justice
- Viable communities
- Natural resources use and environmental protection
- Physical infrastructure

## GOAL 2

Respond to Changing Security Threats and the Challenges of Global Interdependence involving...

- Emerging threats
- Military capabilities and readiness
- Advancement of U. S. interests
- Global market forces

## GOAL 3

Help Transform the Federal Government's Role and How It Does Business to Meet 21<sup>st</sup> Century Challenges by assessing...

- Roles in achieving federal objectives
- Government transform
- Key management challenges and program risks
- Fiscal position and financing of the government

## GOAL 4

Maximize the Value of GAO by Being a Model Federal Agency and a World-Class Professional Services Organization in the areas of...

- Client and customer satisfaction
- Strategic leadership
- Institutional knowledge and experience
- Process improvement
- Employer of choice

# GAO TEAMS

Education, Workforce, and Income Security  
Financial Markets and Community Investment  
Health Care  
Homeland Security and Justice  
Natural Resources and Environment  
Physical Infrastructure

Acquisition and Sourcing Management  
Defense Capabilities and Management  
International Affairs and Trade

Financial Management and Assurance  
Forensic Audits and Special Investigations  
Information Technology  
Strategic Issues

Applied Research and Methods  
General Counsel  
Mission Support  
QCI